

# Pro-Active Approaches to Addressing Racial Trauma

Prepared for:

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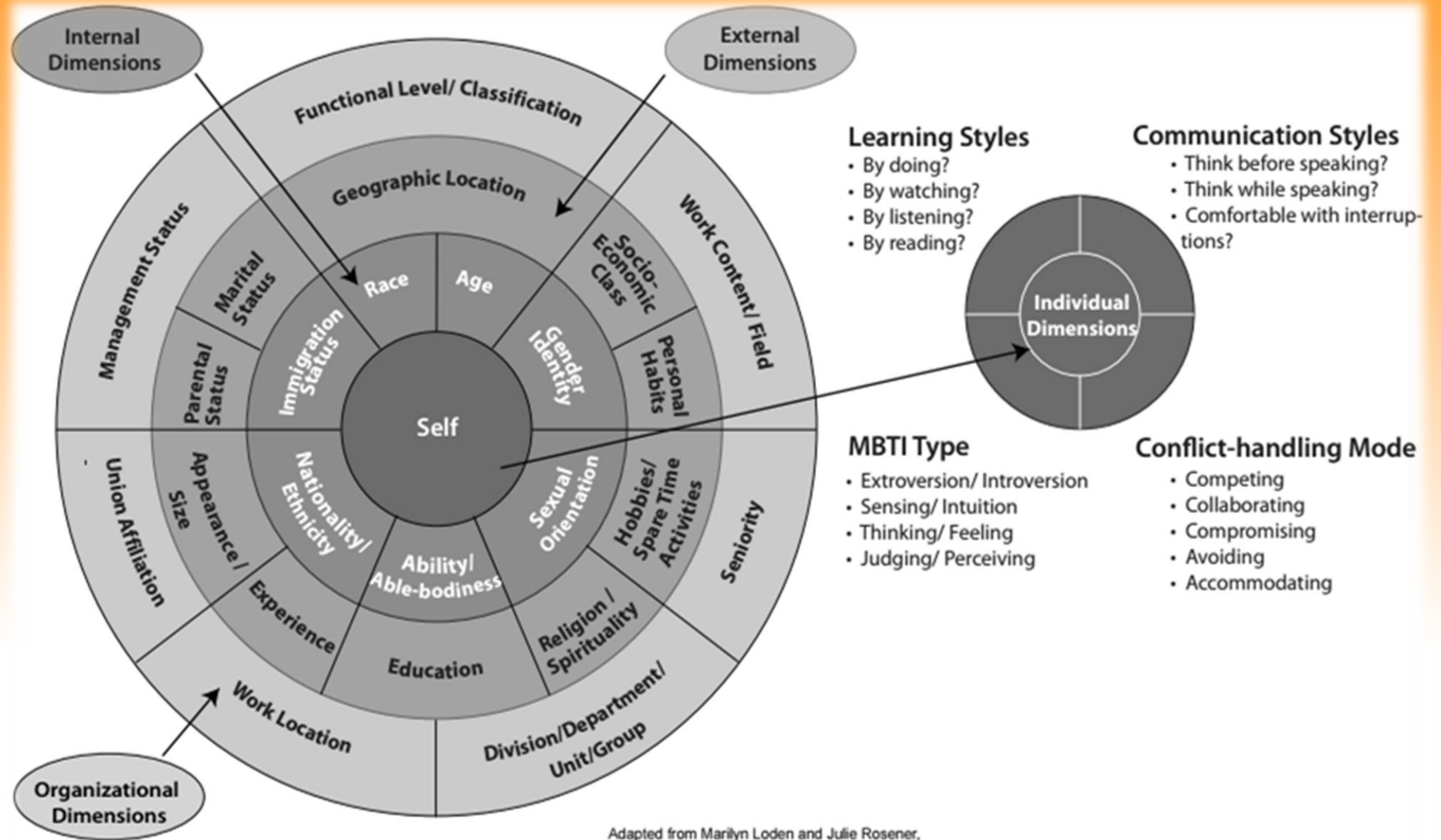
# Your Invitation and My Asks



1. Be as honest and vulnerable as possible.
2. Respect boundaries and thresholds.
3. No judgment.
4. Confidentiality.
5. Come back to me.
6. Respect the process of learning the “right” language.
7. Take the time to listen first.
8. Permission to ask and/or decline.
9. Stay in your seat.



# Four Layers of Diversity



Adapted from Marilyn Loden and Julie Rosener, "Workforce America!" (Business One Irwin, 1991).

# Courageous Conversations



## PACIFIC EDUCATIONAL GROUP

### Four Agreements

- Stay ENGAGED
- Experience DISCOMFORT
- Speak your TRUTH
- Expect / Accept NON-CLOSURE

### Six Conditions

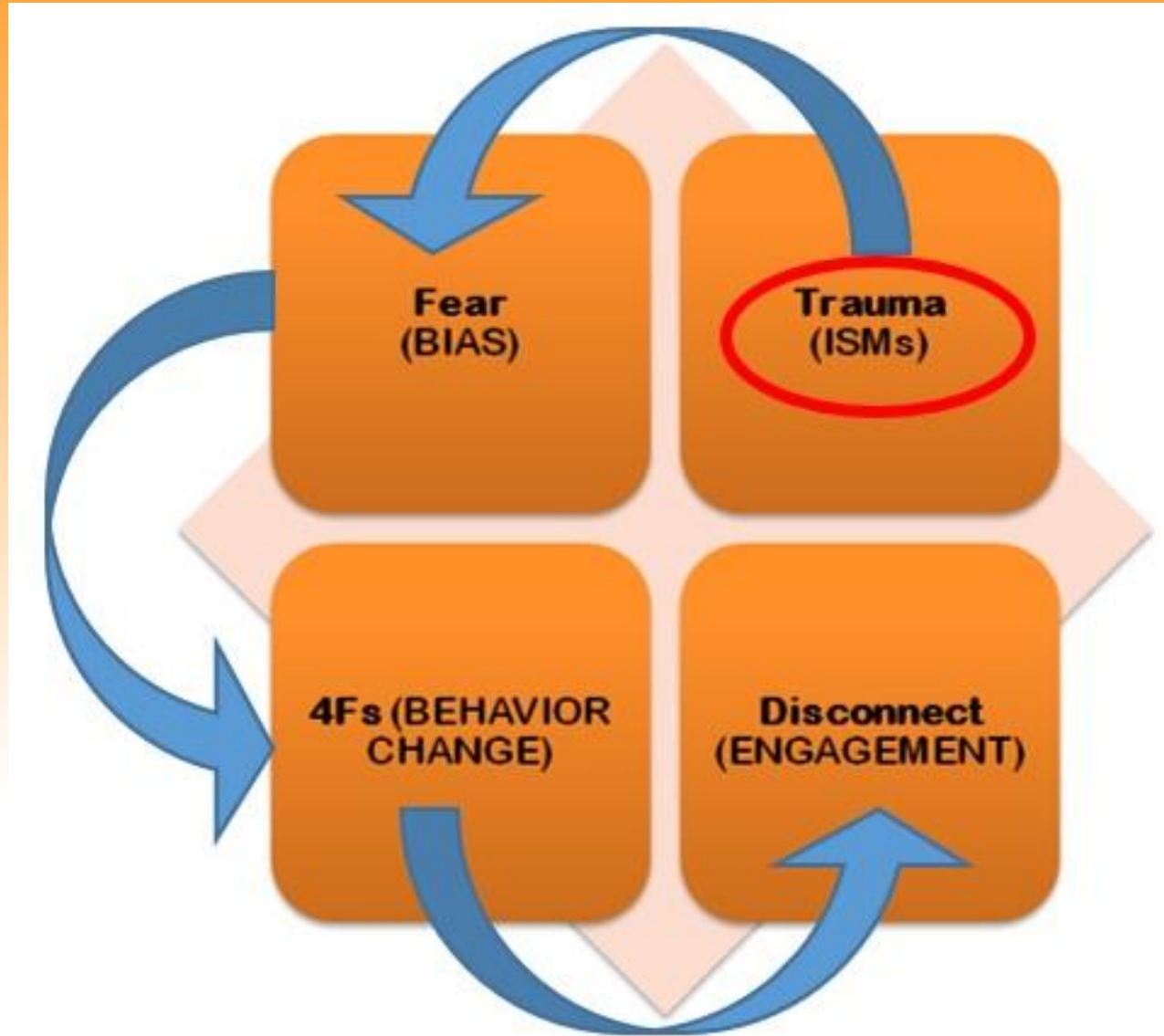
1. Focus on PERSONAL, local and immediate
2. ISOLATE race
3. Normalize SOCIAL CONSTRUCTION & multiple perspectives
4. Monitor agreements, conditions and ESTABLISH PARAMETERS
5. Use a "WORKING DEFINITION" for race
6. Examine the presence and role of "WHITENESS"

**Courageous Conversation** is utilizing the four agreements, six conditions, and compass in order to engage, sustain, deepen interracial dialogue about race!

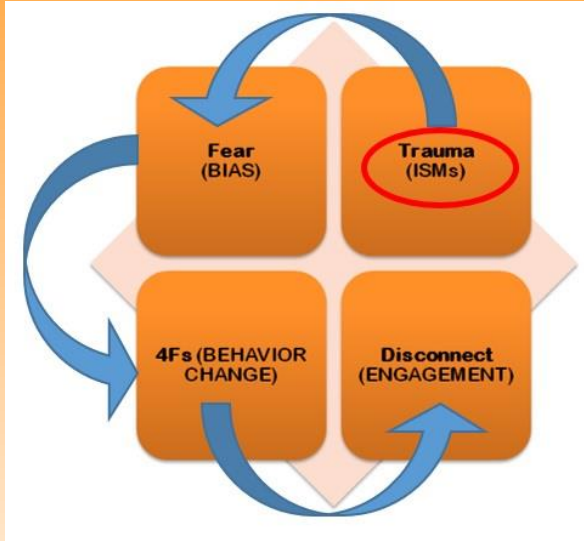
PACIFIC  
EDUCATIONAL  
GROUP  
**20**  
YEARS



# Privilege and the Misfit Matrix



# Privilege, Power and Control



# What is Cultural Competence?

Cultural competence is having an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families.

*-National Education Association*



# Cultural Competence Components

- **AWARENESS**

Consciousness and the ability to observe information in a scenario

- **ATTITUDE**

Values, beliefs, wants and needs

- **KNOWLEDGE**

Ability to read, observe and learn from scenario

- **SKILLS**

Application and use of awareness, attitude and knowledge toward another culture



Source: Diversity Training University International

[http://www.hr.com/en/topleaders/all\\_articles/diversity-and-inclusion-creating-cultural-competen\\_ic5uft7w.html](http://www.hr.com/en/topleaders/all_articles/diversity-and-inclusion-creating-cultural-competen_ic5uft7w.html)



# Lingering Qs, Thoughts and Discoveries



# Call to Action

**because I said I would.**

A promise made. A promise kept.



# The Next Right Thing

**“Authenticity is the alignment of head, mouth, heart, and feet - thinking, saying, feeling, and doing the same thing - consistently. This builds trust, and followers love leaders they can trust.”**

***- Lance Secretan***



# Thank you for your time!

*Keep in touch!*

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